

Evaluating Performance Management Data

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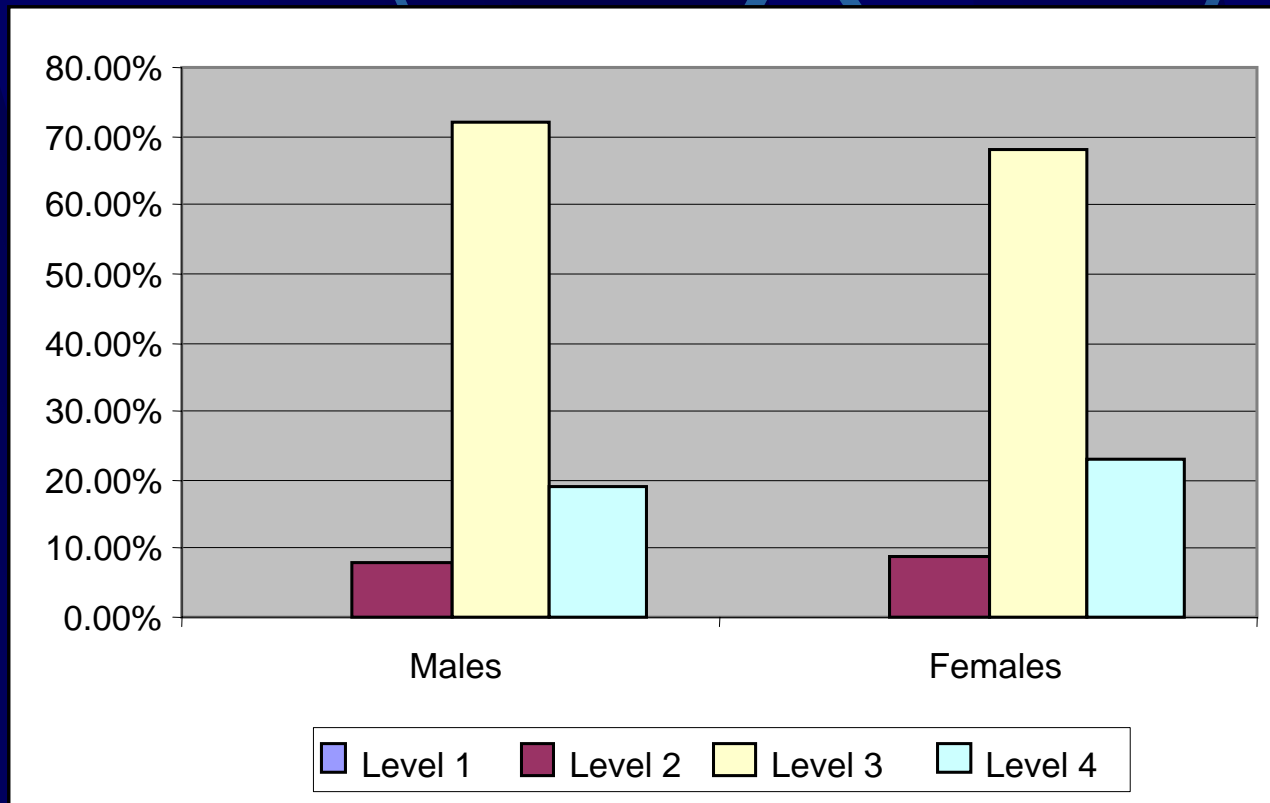
Methods of Analysis

- Percentage frequencies for each rating level (Level 1-4)
- Examine data by age, ethnicity, gender, tenure, occupational category
- Problems with data—sample size
- Chi-square Analysis
- Trend Analysis (ANOVA, Regression)

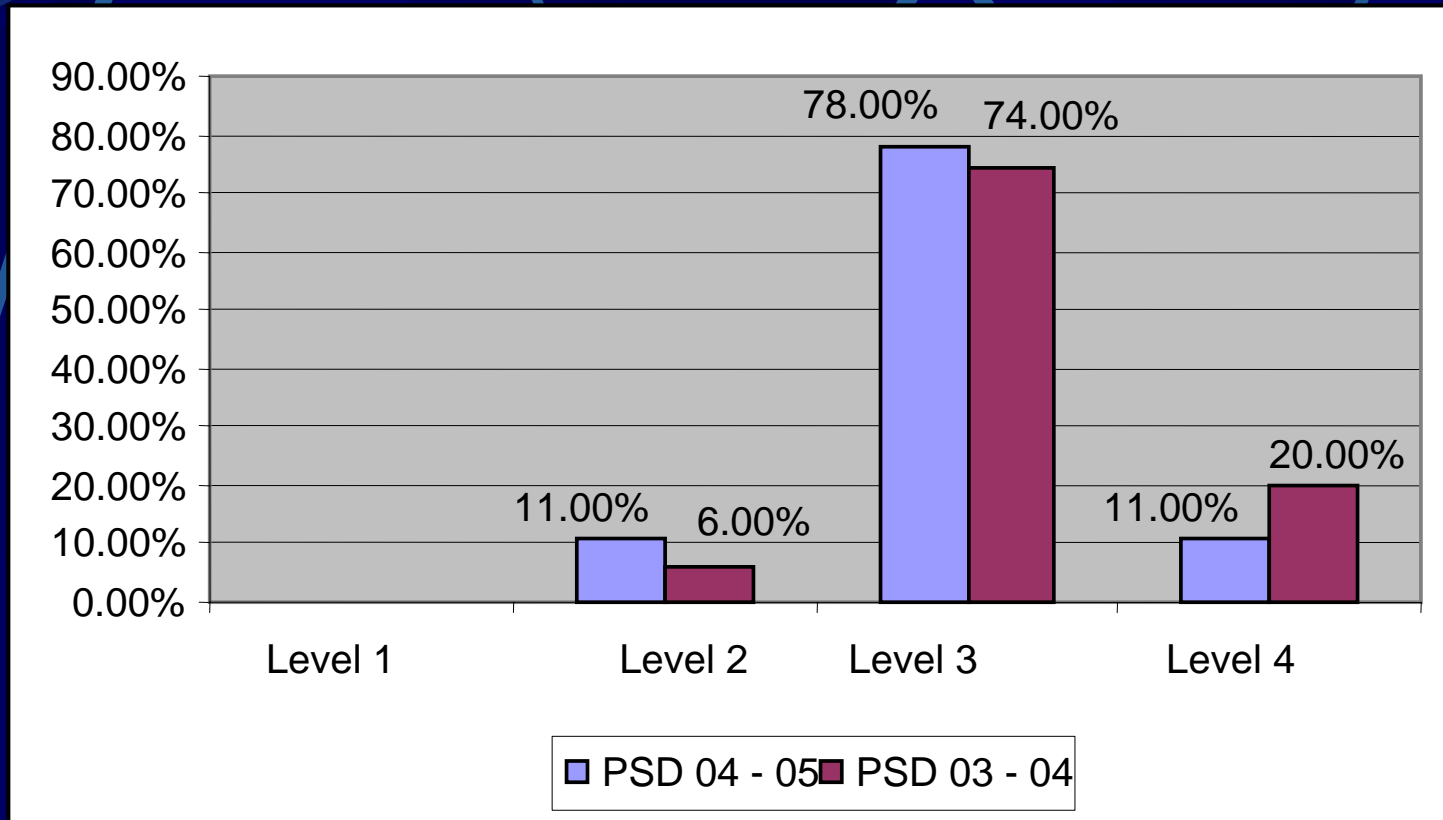
Sample of % Frequency Table (Ethnicity)

Ethnicity	Level 4	Level 3	Level 2	Level 1	Total
White, Non-Hispanic	203 (22%)	626 (69%)	70 (8%)	3 (1%)	902 (100%)
Hispanic or Latino	12 (13%)	75 (78%)	9 (9%)	0 (0%)	96 (100%)
Black, Non-Hispanic	14 (22%)	38 (58%)	13 (20%)	0 (0%)	65 (100%)
Asian	10 (34%)	18 (62%)	1 (4%)	0 (0%)	29 (100%)
American Indian or Alaskan	2 (22%)	7 (78%)	0 (0%)	0 (0%)	9 (100%)

Sample of % Frequency Chart (Gender)



Sample of Trend Analysis



Share Evaluation Results

- Place report on department's intranet
- Present results to each division's management teams
- Present results to Employee Diversity Advisory Counsel
- Invite feedback

Concerns

- Correlational data, NOT causal!
- Management can influence use of the rating scale
- Are data an accurate reflection of employees' performance?